

**NEBRASKA RURAL COMMUNITY SCHOOLS ASSOCIATION**

JAN. 13, 2020

**STANTON COMBINED PROFILE WORKSHEET**

1. **List the greatest strengths or positive qualities of your school district.**

BOARD:

* *Small enough to care; big enough for opportunity.*
* *Offer pre-K-12 education*
* *Small town living but still close enough to Norfolk, Omaha, Lincoln, Sioux City.*
* *Great retention of tenured faculty/staff.*
* *Close to WSC teachers’ program .*
* *Transportation. MS/HS great shape.*
* *Small class size*
* *MTSS process in elementary*
* *Community involvement*
* *1:1 computer technology*
* *Really good staff*
* *High school building in good condition.*
* *Financially sound*
* *Up-to-date technology*
* *Cooperative people*
* *Excellent school system*

FACULTY/STAFF COMMITTEE:

* *Good community support. Very welcoming community.*
* *Excellent teachers and staff.*
* *Hard-working kids.*
* *Good programs: mentor programs for new teachers; Teammates program for youth.*
* *1:1 initiative in Gr. 7-12. Windows 10 laptops.*

FACULTY/STAFF (Continued)

* *Flexibility and ability to adapt to change.*
* *Lots of activity opportunities – fine arts, sports, etc. Activities treated equally.*
* *Staff works together and gets along because small number of students must do everything.*
* *Good process for developing curriculum.*
* *Always seeking improvement.*
* *Staff is looking for ways to strengthen relationship between staff and students.*
* *Great benefits for staff – full family health care, etc.*
* *Location near Norfolk allows opportunities that a more remote location would not.*
* *Academics are a priority.*
* *Staff members go above and beyond – willing to help with tasks not in their job description. Students also go above and beyond to be helpful.*

COMMUNITY COMMITTEE:

* *Pretty tight community – everybody knows everybody*
* *Students well prepared for college in many areas.*
* *Community supportive of the school.*
* *Want the students and staff to be involved in the community. .*
* *We have wonderful extracurricular culture.*
* *Technology and facilities*
* *Great job of being fiscally responsible.*
* *For the most part, staff works well together.*
* *Students look out for each other – supportive.*
* *Present administration has done a good job – organized, set up well for continued success for next Superintendent.*
* *Administration has done a good job of hiring staff – treat students like they should be treated.*
* *Easy to get in touch with teachers; communication is easy. Work well with parents.*
* *Class sizes are small – usually two sections per class.*
* *Teachers have a good balance between professionalism and caring. Parents want to know kids are in good hands.*
* *Chain of command is established.*

COMMUNITY COMMITTEE (Continued)

* *Lot of student pride in the school and community. Tribute to administration and school board.*
* *Culture that welcomes parents to be involved in the school system.*
* *Facilities have been well maintained overall.*
* *Welcoming face when kids are dropped off at school. Someone there to greet elementary students by name each day.*
* *Parents feel that students are safe.*
* *School administration works well with home schoolers; smooth transition to public school for secondary grades.*

1. **What critical issues will your district face in the next few years?**

BOARD:

* *Trying to maintain/cut budgets with the current Legislative formulas*
* *Trying to promote SCS to boost enrollment (both resident/option students)*
* *Continuation of talks with possibly building a new elementary with a master plan.*
* *Possible bond issue.*
* *Replacing elementary building.*

FACULTY/STAFF COMMITTEE:

* *Class size. Enrollment declining from a peak of 450.*
* *Updating curriculum that supports state standards, especially in Math.*
* *Need a new elementary school (priority in next 3 to 5 years). Has modular classrooms and school built in open concept in late 60’s.*
* *Parking challenges at high school.*
* *Separate buildings for Pre-K-6. Now in three buildings.*
* *Will pre-school grant continue?*
* *Challenges with HVAC system.*
* *Maintaining elevator in working condition.*
* *Declining enrollment could lead to reductions in staff.*
* *Maintaining community support in period of declining enrollment.*

COMMUNITY COMMITTEE:

* *Enrollment decline.*
* *Condition of elementary school. May need to be replaced. Big ticket item.*
* *Issues with the HVAC in elementary; building not very efficient.*

COMMUNITY COMMITTEE (Continued)

* *Need improvement on athletic field.*
* *Focus on attracting students to Stanton – both resident students and option students.*
* *Thinking about consolidation issues. Need to keep everything on the table.*
* *Preparing the kids for what comes after high school. Not all will fit into four-year college, some will go to vocational school, some to workforce. Need to prepare all students for post-high school future.*
* *Be more open to trade schools.*
* *High property taxes (about 70% of school revenue is local agricultural taxes)*
* *Need support from those who don’t have students in school, especially those who are highly taxed agricultural land owners.*
* *Need to make Stanton appear in better light so people will move here. Some think Stanton has a poor reputation (media issue).*
* *Huge shortage of trade workers (welders, etc.); can’t find people to do the jobs. Need more training in the trades.*
* *Need to provide services for students who come from a culture of poverty.*
* *Home schoolers in the area (why aren’t students coming to the school)*
* *Need more mental health resources in school, readily available. Recent contract with mental health services provider.*
* *Need to continuously revise industrial technology curriculum.*
* *Community growth is pretty stagnant – not adding businesses, houses, increasing tax base.*

1. **List the most important qualities, characteristics, or skills you believe your next Superintendent should possess.**

BOARD:

* *Budgeting/grant-writing – running a tight ship.*
* *Honest/trustworthy*
* *People person (big shoulders to listen)*
* *Public speaking*
* *Open-mindedness, but still be able to have the authority to get things accomplished.*
* *Able to accept the fact of being wrong is all right and able to move on.*
* *Team-builder*
* *Vigor*

BOARD (Continued)

* *Know the budget*
* *Put kids first*
* *Staff morale*
* *Community involvement*
* *Integrity*
* *Outgoing*
* *Really good finance abilities. Understanding of the budget.*
* *Get involved with the community*
* *Be a good listener for students, staff, and all stakeholders*
* *Open communication with staff and community*
* *Respected leader*
* *Conservative*
* *Flexible*

FACULTY/STAFF COMMITTEE:

* *Have a good handle on state reporting or teach that to others.*
* *Budgeting – finding grant money.*
* *Knows the law.*
* *Able to communicate information to staff in multiple buildings.*
* *Need a people person.*
* *Needs to be out in community, in classrooms, etc . Visibility.*
* *Be approachable.*
* *Willing to listen to staff and make changes as necessary.*
* *Have an open mind.*
* *Letting people do their jobs, but not micromanaging.*
* *Be able to delegate.*
* *Encourage staff unity.*

*Relevant experience for Superintendency.*

* *Someone who likes it here; feels good about coming to work.*

COMMUNITY COMMITTEE:

* *Should be former teacher.*
* *Need to open to listening to differing views.*
* *Runs a tight ship – fiscally.*
* *Good with grant writing – finding money.*
* *Tough but compassionate; caring for the children.*

COMMUNITY COMMITTEE (Continued)

* *Approachable.*
* *Knows the kids.*
* *Family-oriented -- welcoming to diverse types of families.*
* *People person – someone people feel they can talk to and won’t get shut down.*
* *Active in the community.*
* *High energy. Someone that will maintain a “can do” attitude.*
* *Transparent – can make a decision and explain it.*
* *Honest, straight-forward even when conveying something you may not want to hear.*
* *Someone that can communicate well with Board, staff, children, etc.*
* *Good balance between professionalism and empathy.*
* *Someone that can attract and keep talented teachers. Someone who can evaluate talent and retain talented staff.*
* *Need to live in the district and support community.*
* *Team player. Must treat staff well.*
* *Somebody that will make a decision and if it doesn’t go well, doesn’t blame it on others.*
* *Want a tight ship, but not a micromanager.*
* *Need their own support system. Need access to mentors.*
* *Need to understand rural Nebraska.*